

30 December 1977

MEMORANDUM FOR: Comptroller, CIA

STAT ATTENTION:

FROM:

Acting Director of Medical Services

SUBJECT: Recruitment and Retention of Physicians by CIA

1. With reference to our discussion the other day, the status of physicians is as follows. We have one physician vacancy at Headquarters at this time and anticipate losing three overseas Regional Medical Officers within the next six months. There are no physicians cleared and available at this time to fill these four positions. There are three physicians who have indicated preliminary interest in Agency employment who will be interviewed by our staff. Only one of these appears to be a likely candidate at this time.

2. Attached for your information is a study on physician recruitment over the past year. It is abundantly clear that salary is the major reason for rejection of CIA employment by qualified applicants. With respect to retention of physicians, I can state that all of our overseas physicians have expressed concern and disappointment that we are unable to meet salaries and benefits accorded to other government physicians assigned overseas.

3. Although failure to provide a competitive salary is of major importance, it is not the sole contributor to our difficulties in retaining or recruiting physicians. Other factors include the somewhat tarnished reputation which the Agency enjoys at this time, the higher cost of living overseas as compared with previous years, and some increased personal risk to physicians and their families assigned abroad. Although difficult to document, I have a strong impression that our physicians resent a situation which does not provide them equal pay for equal work.

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4. For all these reasons, I think it is imperative that we move as quickly as possible if we are going to provide the kind of medical support which is expected of us. Time is running out and the pipe line is empty.



STAT

Attachment

Memo for AD/MS dtd

ST/28 Dec 77, Same Subj.

MS [redacted] ct

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